



Proposal to California High-Speed Rail Authority
Recruitment of Chief Executive Officer

Full recruitment (i.e. all services described below):

Professional Fee: \$16,500

Reimbursable expenses: up to \$6,000; for brochure development, ad placement, marketing, consultant travel, long distance phone charges, copies, mailings, etc.

- Solicit input from Board and Authority staff to develop candidate profile and garner additional information necessary to launch the recruitment for a new CEO
- Develop draft ad and brochure texts
- Place ads in agreed upon sources
- Cause brochure/job announcement to be finalized (soft copy only)
- Receive all resumes and acknowledge receipt thereof
- Respond to inquiries from applicants and potential applicants
- Keep client posted on recruitment progress
- Conduct aggressive outreach by initiating contact with potential applicants and with referral sources (solicit names of quality potential candidates from high-level executives of the major transportation agencies nationwide)
- Complete initial screening of resumes. Identify candidates to be further considered.
- Conduct preliminary screening interviews by phone to assess candidates interest in the position, leadership/management style, long-term career plans etc.
- Submit "Client Report" (Includes resumes, summary of resumes, notes, overview)
- Meet with Board to discuss the report and the results of the screening interviews in order to allow the Board to narrow the list to an appropriate number to interview as finalists
- Extend invitations to finalists for final interviews and send them a confirming letter
- Prepare an "Evaluation Manual" to be used by the Board during final interviews
- Be present on the day of final interviews to facilitate the finalist interview process, greet candidates and help coordinate activities
- Notify all candidates of their standing
- Conduct background checks and reference checks on top finalist(s)
- Assist in negotiating a compensation package, if requested

Reimbursable expenses range includes background checks on up to two finalists.

THE CALIFORNIA HIGH-SPEED RAIL AUTHORITY

IS SEEKING A

CHIEF EXECUTIVE OFFICER

UNIQUE OPPORTUNITY

The California High-Speed Rail Authority (Authority) invites you to join an organization set to deliver California's landmark high-speed passenger rail train system. With the upcoming retirement of the current Executive Director, the Authority seeks a strong leader with experience managing and delivering similar large-scale infrastructure projects to serve as its Chief Executive Officer as the Authority enters the critical stages transitioning from project planning to project implementation.

CALIFORNIA

California's fabled history has always been about new opportunities and chasing dreams, and the people who make them happen. From the young men who arrived during the Gold Rush to those who looked for a new start during the Depression, and every starry-eyed aspiring actress who heads to Hollywood today, the state has nurtured the dreams of men and women throughout its exciting and varied history.

With an area of 160,000 square miles, California is the third-largest state in the United States and is the most populous state with nearly 39 million residents. Its geography ranges from the Pacific coast to the Sierra Nevada mountain range in the east, to the Mojave desert areas in the southeast and the Redwood–Douglas Fir forests of the northwest. The center of the state is dominated by the Central Valley, one of the most productive agricultural areas in the world. California is the most geographically diverse state in the nation, and contains the highest (Mount Whitney) and lowest (Death Valley) points in the contiguous United States.

California takes its strength from its diversity, and celebrates it. California's immigrant populations lend a flair to the state that you won't find anywhere else. Here, 39% of the population speaks a language other than English at home. On city streets from San Francisco to Los Angeles, you'll hear Spanish, Chinese (Mandarin and Cantonese), Tagalog, Russian, Italian and more.

California's climate is often compared to that of the Mediterranean, due to warm, dry summers, and mild, wet winters. On the coast, average yearly temperatures range between the low 40's and in the high 70's and 80's. Farther inland, summers are hot and dry, and at higher altitudes the weather is more typical of a four-season cycle with cold, snowy winters. The contrast is clear in the state's two largest cities, where you'll find very different weather patterns. San Francisco is famous for its fog — especially in the summer, and Los Angeles is known for its consistently sunny, desert-like, coastal climate.

CALIFORNIA HIGH-SPEED RAIL AUTHORITY

Established in 1996, the California High-Speed Rail Authority (Authority) is the state entity responsible for planning, constructing and operating an 800-mile-long high-speed train system serving California's major metropolitan areas. The Authority has a nine-member policy board consisting of five appointed by the governor, two appointed by the Senate Rules Committee, and two appointed by the Speaker of the Assembly.

The Authority has projected a cost of upwards of \$42 billion for phase one of this 800-mile network of trains, which will link California's major cities between San Diego in the south and San Francisco and Sacramento in the north, touching at least two dozen cities under current plans for stations. Voter approval of Proposition 1A on the November 4, 2008 ballot provided \$9 billion in bond funding for the massive statewide network and \$950 million to finance capital improvements to commuter and intercity rail as well as local transit lines that will connect existing infrastructure to the high-speed train system. State bond

funding will provide a critical “down payment” on development and implementation of the high-speed train.

- The Authority recently submitted an application for \$4.7 billion in funds under the American Recovery and Reinvestment Act (ARRA), and was just awarded \$2.25 billion in federal grants.
- The Authority’s preliminary funding strategy calls for \$10 to \$12 billion in private sector financial investment through P3s (Public Private Partnership) and other means.
- The funding strategy also includes \$2 to \$4 billion in local funding, along with \$1 to \$3 billion in cost sharing or other innovative funding sources.

The California High-Speed Rail Authority offices are located in downtown Sacramento across from the State Capitol Building.

For further information about the California High-Speed Rail Authority, see its web site at: www.cahighspeedrail.ca.gov

THE POSITION

The Chief Executive Officer is appointed by, and serves at the pleasure of the nine-member Authority Board of Directors. The CEO leads and directs all activities of the Authority; establishes strategic plans, objectives and policies subject to the Board’s approval and is directly responsible to the Board for implementation and fulfillment; represents the Authority’s interests with government officials and agencies, and the public.

Typical duties of the CEO include, but are not limited to:

- Directs the development of the Authority’s strategic and tactical plans to guide the organization’s future programs and activities for presentation to the Authority Board.
- Approves, recommends, initiates, interprets, and supplies policies governing the operations of the Authority.

- Receives, develops, and recommends for approval to the Authority Board short- and long-range plans for the planning, development, construction, and operation of the statewide high-speed train program.
- Makes recommendations to the Authority Board to facilitate the selection and plan of development of the statewide high-speed rail train.
- Approves plans, specifications, and estimates for the high-speed rail train program planning, development, and construction and acts as the Authority's representative in the awarding of contracts.
- Directs Authority-wide functions through an Executive Management Team and other subordinate managers/supervisors.
- Has overall responsibility for the selection, termination, development, performance evaluation and compensation of Authority management and staff.
- Approves the annual budget and all staffing needs proposals for the Authority.
- As chief spokesperson, represents the Authority at meetings, hearings, and conferences with foreign, federal, State, and local governmental officials, the Administration, the legislature, and civic groups on major high-speed train program policies and issues.

The Authority's current structure includes 11.5 positions, with a proposed restructuring to include 27 additional positions this current fiscal year. Staffing needs will continue to be reevaluated as the project moves forward. The Authority's current year operating budget is \$139 million with a FY2010-11 proposed operating budget of \$975 million.

THE IDEAL CANDIDATE

The ideal candidate is a professional who brings a blend of creativity and initiative to this position. The successful candidate will be a seasoned transportation professional with significant experience managing and delivering large-scale infrastructure projects. A background in rail transportation, experience/background in California transportation, and experience/receptivity to

public-private partnerships are desirable qualifications. The CEO must have excellent communication skills, a track record of progressively responsible management experience, a strong team orientation and a high-level of political acumen / experience working with a governing Board. A Bachelor's degree in a relevant field is required; advanced degree highly desirable.

Other desirable qualifications for the CEO include:

- Very large project management experience; exceptional organizational skills.
- A seasoned leader with the ability to engender the confidence and respect of others.
- A person of unquestionable integrity.
- An experienced administrator who has the proven ability to successfully manage contracts/consultants to meet project deadlines and milestones.
- Outstanding communication skills, both written and verbal; comfortable in presenting before a variety of audiences.
- Ability to productively work with a variety of stakeholders, both internal and external, including the Authority Board, Authority staff, governor's office, the legislature, local/state/federal transportation officials, and the public.

COMPENSATION AND BENEFITS

The salary for the Chief Executive Officer is negotiable and will be dependent on the qualifications of the successful candidate. As an employee of the State of California, the CEO also receives a comprehensive benefit plan including, but not limited to:

Retirement

California Public Employees Retirement System (PERS) 2% @ 55 Plan; employee contribution required.

Insurance

Health, dental, vision, and life insurance programs provided. Employee contributions may be required depending on programs selected.

Leave Allowance

- Vacation and sick leave benefits provided
- 13 holidays observed

Additional information about benefits available can be viewed at <http://www.dpa.ca.gov/benefits/index.htm>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this position, please submit a resume and cover letter, including current salary and the names of four work-related references, directly to:

Stuart Satow
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel: 916 / 263-1401
Fax: 916 / 561-7205
Email: resumes@cps.ca.gov
CPS web site: www.cps.ca.gov/search

CPS Executive Search is partnering with Gilbert Tweed International in this recruitment effort for the California High-Speed Rail Authority. Questions about this outstanding career opportunity may be directed to Stuart Satow at (916) 263-1401 or Stephanie Pinson at (212) 758-3000 or (917) 375-5034 (cell).

This position is **open until filled**. Interested candidates are encouraged to apply as soon as possible.

As resumes are submitted, they will be reviewed by the consultants. Candidates deemed to meet the qualifications for this position will be granted preliminary interviews by the consultants. The Authority Board will then select a group of finalists to participate in formal interviews with the Board.

CALIFORNIA HIGH-SPEED RAIL AUTHORITY

CHIEF EXECUTIVE OFFICER

This is a once in a lifetime opportunity to implement the first high-speed rail system in the country!

Established in 1996, the California High-Speed Rail Authority is the state entity responsible for planning, constructing and operating an 800-mile-long high-speed train system serving California's major metropolitan areas. Due to the upcoming retirement of the Executive Director, the Authority seeks a Chief Executive Officer as the Authority approaches the initial construction phases of this high-profile project.

Reporting to a nine-member policy board (five appointed by the governor, two appointed by the Senate Rules Committee, and two by the Speaker of the Assembly), the CEO will initially oversee a core staff of 11.5 FTE and numerous contracted staff and consultants, with plans for increased staffing as the project moves forward. The ideal candidate is a seasoned transportation professional with significant experience managing and delivering large-scale infrastructure projects. A background in rail transportation, experience/background in California transportation, and experience/receptivity to public-private partnerships are desirable qualifications. The CEO must have excellent communication skills, a track record of progressively responsible management experience, a strong team orientation and a high-level of political acumen. A Bachelor's degree in a relevant field is required, advanced degree highly desirable.

The salary for the CEO is negotiable and will depend on the qualifications of the successful candidate. A comprehensive benefit package (including PERS 2% @ 55 retirement) is also provided. A detailed brochure is available.

This position is **open until filled**. Please submit cover letter, resume, current salary, and names of four work-related references **as soon as possible** to:

Stuart Satow
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Phone 916 263-1401
Fax 916 561-7205
Email: resumes@cps.ca.gov
CPS web site: www.cps.ca.gov/search
www.cahighspeedrail.ca.gov